

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:  
OFFICES, BOARDS, AND DIVISIONS

RCS NUMBER 0288-EEO-AN  
REPORTING PERIOD: FY 2000

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PART I. PRE-COMPLAINT ALTERNATIVE DISPUTE  
 RESOLUTION (ADR) AND COUNSELING

		ADR
4	1.	TOTAL NUMBER OF INDIVIDUALS SELECTING ADR
0	a.	NUMBER OF INDIVIDUALS DIRECTLY SELECTING ADR
4	b.	NUMBER OF INDIVIDUALS SELECTING ADR DURING COUNSELING
		COUNSELING
400	2.	TOTAL NUMBER OF INDIVIDUALS COUNSELED
320	a.	NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS
80	b.	NUMBER OF INDIVIDUALS COUNSELED WITHIN 90 DAYS
0	c.	NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS
0	d.	NUMBER OF INDIVIDUALS COUNSELED BECAUSE OF REMAND
		3. SETTLEMENTS WITH BENEFITS
NUMBER		AMOUNT
0		0.00
0		0.00 COMPENSATORY DAMAGES
0		0.00 BACKPAY/FRONTPAY
0		0.00 LUMP SUM
0		0.00 ATTORNEY'S FEES
0		0.00 OTHER (Please specify below)
0	4.	SETTLEMENTS WITH NO BENEFITS

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PART II. FORMAL COMPLAINT ACTIVITIES

TOTAL  
NUMBER

- 56 1. COMPLAINTS ON HAND AT THE BEGINNING  
OF THE REPORTING PERIOD. (This number should  
be the same as complaints on hand at the end of  
previous reporting period).
- 36 2. COMPLAINTS FILED
- 1 3. REMANDS
- 40 4. COMPLAINTS CLOSED
- 53 5. COMPLAINTS ON HAND AT THE END  
OF THE REPORTING PERIOD.
- 36 6. INDIVIDUALS FILING COMPLAINTS

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PART III. AGENCY RESOURCES (WORKFORCE/EEO PROGRAM)		
	NUMBER	PERCENT (%)
1. TOTAL AGENCY WORKFORCE	9442	
a. CAREER EMPLOYEES	7415	78.53
2. COUNSELORS	4	
a. FULL-TIME	4	100.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED COUNSELORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS WHO RECEIVED 8 HOURS OR MORE TRAINING	0	0.00
3. INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	0	0.00
4. COUNSELORS/INVESTIGATORS	0	
a. FULL-TIME	0	0.00
b. PART-TIME	0	0.00
c. COLLATERAL DUTY	0	0.00
d. NUMBER OF NEWLY HIRED COUNSELORS/INVESTIGATORS WHO RECEIVED 32 HOURS OR MORE TRAINING	0	0.00
e. NUMBER OF EXPERIENCED COUNSELORS/INVESTIGATORS WHO RECEIVED 8 HOURS OR MORE TRAINING	0	0.00
5. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?		Y
IF NO, WHO DOES THE EEO DIRECTOR REPORT TO PERSON:		
TITLE:		

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PART IV. (A) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000  
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	RACE AND COLOR					
	NATIVE	ASIAN	BLACK	WHITE	RELIGION	REPRISAL
APPOINTMENT/HIRE	0	0	0	0	0	0
ASSIGNMENT OF DUTIES	0	0	1	0	1	1
AWARDS	0	0	1	0	0	0
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0	0	0
b. REPRIMAND	0	0	1	0	0	0
c. SUSPENSION	0	0	1	0	0	0
d. REMOVAL	0	0	0	0	0	0
e. OTHER	0	0	0	0	0	0
DUTY HOURS	0	0	0	0	0	0
EVALUATION/APPRaisal	0	0	1	0	0	0
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	0	0	3	1	0	4
b. SEXUAL						0
MEDICAL EXAMINATION	0	0	0	0	0	1
PAY INCLUDING OVERTIME	0	0	0	0	0	0
PROMOTION/NON-SELECTION	0	0	6	2	0	6
REASSIGNMENT						
a. DENIED	0	0	0	0	0	0
b. DIRECTED	0	0	1	0	0	2
REASONABLE ACCOMODATION					0	1
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	0	2	0	0	1
TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0
TIME AND ATTENDANCE	0	0	1	0	0	3
TRAINING	0	0	0	0	0	0
OTHER (Please specify below)						
a.	0	0	0	0	0	0
b.	0	0	0	0	0	0
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	0	0	18	3	1	19
TOTAL COMPLAINTS FILED BY BASES	0	0	16	1	1	11
TOTAL COMPLAINANTS BY BASES	0	0	16	1	1	11

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PART IV. (B) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000  
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	SEX		NATIONAL ORIGIN		EQUAL PAY ACT	
	MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE
APPOINTMENT/HIRE	0	0	0	0		
ASSIGNMENT OF DUTIES	0	0	0	0		
AWARDS	0	0	0	0		
CONVERSION TO FULL-TIME	0	0	0	0		
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0		
b. REPRIMAND	0	1	0	0		
c. SUSPENSION	0	1	0	0		
d. REMOVAL	0	0	0	0		
e. OTHER	0	0	0	0		
DUTY HOURS	0	0	0	0		
EVALUATION/APPRaisal	0	0	0	0		
EXAMINATION/TEST	0	0	0	0		
HARRASSMENT						
a. NON-SEXUAL	1	2	1	0		
b. SEXUAL	0	0				
MEDICAL EXAMINATION	1	0	0	0		
PAY INCLUDING OVERTIME	0	0	0	0	0	0
PROMOTION/NON-SELECTION	1	2	0	1		
REASSIGNMENT						
a. DENIED	0	0	0	0		
b. DIRECTED	0	1	1	0		
REASONABLE ACCOMODATION						
REINSTATEMENT	0	0	0	0		
RETIREMENT	0	0	0	0		
TERMINATION	0	2	0	0		
TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0		
TIME AND ATTENDANCE	0	0	0	0		
TRAINING	0	0	0	0		
OTHER (Please specify below)						
a.	0	0	0	0		
b.	0	0	0	0		
c.	0	0	0	0		
d.	0	0	0	0		
TOTAL ISSUES BY BASES	3	9	2	1	0	0
TOTAL COMPLAINTS FILED BY BASES	3	4	2	1	0	0
TOTAL COMPLAINANTS BY BASES	3	4	2	1	0	0

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 PART IV. (C) BASES AND ISSUES ALLEGED IN COMPLAINTS FILED IN FY 2000  
 BASES OF ALLEGED DISCRIMINATION

ISSUES IN DISCRIMINATION ALLEGATIONS	AGE	DISABILITY		TOTAL BASES BY ISS	TOTAL COMPL- AINTS BY ISS	TOTAL COMPL- AINANTS BY ISS
		MENTAL	PHYSICAL			
APPOINTMENT/HIRE	0	0	0	0	0	0
ASSIGNMENT OF DUTIES	1	0	0	4	1	1
AWARDS	0	0	0	1	1	1
CONVERSION TO FULL-TIME	0	0	0	0	0	0
DISCIPLINARY ACTION						
a. DEMOTION	0	0	0	0	0	0
b. REPRIMAND	0	1	1	4	1	1
c. SUSPENSION	0	1	1	4	1	1
d. REMOVAL	0	0	0	0	0	0
e. OTHER	0	0	0	0	0	0
DUTY HOURS	0	0	0	0	0	0
EVALUATION/APPRaisal	0	0	0	1	1	1
EXAMINATION/TEST	0	0	0	0	0	0
HARRASSMENT						
a. NON-SEXUAL	1	0	1	14	5	5
b. SEXUAL				0	0	0
MEDICAL EXAMINATION	0	0	0	2	1	1
PAY INCLUDING OVERTIME	0	0	0	0	0	0
PROMOTION/NON-SELECTION	0	0	0	18	10	10
REASSIGNMENT						
a. DENIED	0	0	0	0	0	0
b. DIRECTED	2	0	1	8	5	5
REASONABLE ACCOMODATION		0	3	4	2	2
REINSTATEMENT	0	0	0	0	0	0
RETIREMENT	0	0	0	0	0	0
TERMINATION	0	1	1	7	2	2
TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0
TIME AND ATTENDANCE	2	0	1	7	3	3
TRAINING	0	0	0	0	0	0
OTHER (Please specify below)						
a.	0	0	0	0	0	0
b.	0	0	0	0	0	0
c.	0	0	0	0	0	0
d.	0	0	0	0	0	0
TOTAL ISSUES BY BASES	6	3	9			
TOTAL COMPLAINTS FILED BY BASES	5	2	6			
TOTAL COMPLAINANTS BY BASES	5	2	6			

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PART V. SUMMARY OF BASES FOR CLOSURES BY STATUTE

A. STATUTE

(IF A SINGLE COMPLAINT IS BASED ON MULTIPLE  
STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

39 1. TITLE VII

10 2. AGE DISCRIMINATION IN EMPLOYMENT  
ACT (ADEA)

6 3. REHABILITATION ACT

0 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

55 THIS NUMBER WILL BE LARGER THAN THE TOTAL  
NUMBER OF COMPLAINTS CLOSED



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PART VI. SUMMARY OF CLOSURES BY AGENCY  
 (OCTOBER 1 - NOVEMBER 8, 1999)

	TOTAL NUMBER OF CLOSURES	TOTAL NUMBER OF DAYS	AVG NUMBER OF DAYS
A. TOTAL NUMBER OF CLOSURES	2	898	449.00
B. NUMBER OF CLOSURES BY CATEGORY			
1. DISMISSALS	0	0	0.00
2. WITHDRAWALS	0	0	0.00
3. SETTLEMENTS	0	0	0.00
4. FINAL AGENCY DECISIONS (WITH AND WITHOUT HEARING)	2	898	449.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	2	898	449.00
C. TYPES OF FINAL AGENCY DECISIONS	2	898	449.00
1. FINAL AGENCY DECISION WITHOUT HEARING	0	0	0.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
2. FINAL AGENCY DECISION WITH HEARING (AJ'S FINDINGS AND CONCLUSIONS)	2	898	449.00
(a) AGENCY ACTION ON FINDINGS AND CONCLUSIONS FINDING DISCRIMINATION	0	0	0.00
1. ACCEPTED BY AGENCY DECISION	0	0	0.00
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00
(b) AGENCY ACTION ON RECOMMENDED DECISIONS FINDING NO DISCRIMINATION	2	898	449.00
1. ACCEPTED AS AGENCY DECISION	2	898	449.00
2. MODIFIED BY AGENCY	0	0	0.00
3. REJECTED BY AGENCY	0	0	0.00

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PART VI-SUPP. SUMMARY OF CLOSURES BY AGENCY  
 (Report Data for November 9, 1999 Through September 30, 2000)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. NUMBER OF CLOSURES BY CATEGORY	38	30464	801.68
1. WITHDRAWALS	3	1298	432.67
2. SETTLEMENTS	7	4510	644.29
3. FINAL AGENCY DECISIONS	28	24656	880.57
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	24	21104	879.33
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	19	18612	979.58
3. DISMISSAL OF COMPLAINTS	5	2492	498.40
C. FINAL AGENCY DECISION WITH AN ADMINISTRATIVE JUDGE DECISION	4	3552	888.00
1. AJ DECISION FULLY IMPLEMENTED	4	3552	888.00
(A) FINDING DISCRIMINATION	0	0	0.00
(B) FINDING NO DISCRIMINATION	4	3552	888.00
2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
(A) FINDING DISCRIMINATION	0	0	0.00
1. AGENCY DISAGREED WITH FINDING BUT AGREED WITH REMEDY	0	0	0.00
2. AGENCY AGREED WITH FINDING BUT DISAGREED WITH REMEDY	0	0	0.00
3. AGENCY DISAGREED WITH BOTH FINDING AND REMEDY	0	0	0.00
(B) FINDING NO DISCRIMINATION	0	0	0.00
3. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VII. SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION  
 DURING FORMAL COMPLAINT STAGE

A. TOTAL NUMBER OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION	7
B. AMOUNT OF MONETARY BENEFITS AWARDED	0.00
1. BACK PAY/FRONT PAY	0.00
2. LUMP SUM PAYMENT	0.00
C. COMPENSATORY DAMAGES	0.00
D. ATTORNEY'S FEES AND COSTS AWARDED	4900.00

E. TYPES OF CORRECTIVE ACTIONS	NUMBER WITH MONETARY AWARDS	NUMBER WITHOUT MONETARY AWARDS
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	0	3
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	3
3. DISCIPLINARY ACTION	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	0	4
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	0
8. OTHER (SPECIFY BELOW)	0	0

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PART VIII. SUMMARY OF OPEN INVENTORY PENDING END OF  
 REPORTING PERIOD

	TOTAL NUMBER PENDING	TOTAL NUMBER OF DAYS	AVERAGE OF DAYS	PENDING 1-180 DAYS	PENDING 181-270 DAYS	PENDING OVER 270 DAYS
1. TOTAL NUMBER OF OPEN COMPLAINTS PENDING IN INVENTORY AT THE END OF REPORTING PERIOD	53	25576	482.6	23	7	23
BY CATEGORY						
a. WRITTEN ACKNOWLEDGEMENT OF RECEIPT (NOTIFICATION OF ACCEPTANCE OR DISMISSAL)	11	1089	99.0	11	0	0
b. INVESTIGATION	20	3637	181.8	12	7	1
c. HEARINGS	22	20850	947.7	0	0	22
d. FINAL DECISION BY THE AGENCY	0	0	0.0	0	0	0

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PART VIII - SUPP - STATUS OF OPEN INVENTORY  
(Including Information on Consolidation of Cases)

	NUMBER
1. Pending inventory as of October 1, 1999	56
2. Complaints filed in FY 2000	37
3. Add line 1 and line 2	93
4. Total complaints in line 3 that were NOT consolidated	91
5. Total complaints from line 4 that were closed this reporting period	40
6. Total complaints in line 3 that WERE consolidated	2
7. Total complaints from line 6 that were closed this reporting period	0
8. Number of joint processing units* from consolidation of complaints	1
9. Pending inventory as of September 30, 2000	53

\*Joint processing units are the resulting number of 'units' of multiple complaints from line 6 that will be processed together, in accordance with 29 CFR 1614 regulations

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PART IX. SUMMARY OF ACTIVITY FOR COMPLETED INVESTIGATIONS

	TOTAL NUMBER	TOTAL NUMBER OF DAYS	AVERAGE NUMBER OF DAYS
1. NUMBER OF INVESTIGATIONS COMPLETED THIS REPORTING PERIOD	24	8280	345.0
a. NUMBER COMPLETED BY AGENCY PERSONNEL	0	0	0.0
b. NUMBER OF INVESTIGATIONS CONTRACTED OUT	24	8280	345.0
2. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED WITHIN 180 DAYS	1	143	143.0
3. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED AFTER ADDITIONAL EXTENSION OF UP TO 90 DAYS USED	7	1604	229.1
4. NUMBER OF INVESTIGATIONS COMPLETED AND NOTICE ISSUED IN EXCESS OF 270 DAYS	16	6533	408.3
5. TOTAL DOLLAR AMOUNT SPENT FOR ALL INVESTIGATIONS			40000.00
A. AMOUNT SPENT ON INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL			0.00
B. AMOUNT SPENT ON CONTRACTED INVESTIGATIONS			40000.00

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ADR ACTIVITIES  
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	4	4		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
<b>TOTAL</b>	<b>4</b>	<b>4</b>		
<b>TYPES OF ADR TECHNIQUES</b>				
1. MEDIATION	4	4	365	91.25
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below)	0	0	0	0.00
<b>TOTAL</b>	<b>4</b>	<b>4</b>	<b>365</b>	<b>91.25</b>

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ADR ACTIVITIES  
 PART I. INFORMAL PHASE (PRE-COMPLAINT)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		0	0	0	0.00
2. SETTLEMENTS WITH NO BENEFITS		4	4	365	91.25
3. NOT RESOLVED		0	0	0	0.00
4. OTHER (Please specify below)		0	0	0	0.00
<b>TOTAL</b>		<b>4</b>	<b>4</b>	<b>365</b>	<b>91.25</b>
<b>BENEFITS</b>					
1. MONETARY RELIEF	0.00	0	0	0	0.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	0.00	0	0		
C. LUMP SUM	0.00	0	0		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		0	0	0	0.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		0	0		
D. EXPUNGEMENTS		0	0		
E. TRANSFERS		0	0		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below)		0	0		
TRAINING					



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ADR ACTIVITIES  
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

ADR RESOURCES USED	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. INHOUSE	4	4		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ORGANIZATIONS, INDIVIDUAL VOLUNTEERS	0	0		
4. OTHER (Please Specify below)	0	0		
<b>TOTAL</b>	<b>4</b>	<b>4</b>		
<b>TYPES OF ADR TECHNIQUES</b>				
1. MEDIATION	4	4	645	161.25
2. SETTLEMENT CONFERENCES	0	0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDS	0	0	0	0.00
7. MINITRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. OTHER (Please Specify below)	0	0	0	0.00
<b>TOTAL</b>	<b>4</b>	<b>4</b>	<b>645</b>	<b>161.25</b>

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ADR ACTIVITIES  
 PART II. FORMAL PHASE (INVESTIGATIVE PROCESS)

TYPE OF CLOSURES	AMOUNT	TOTAL COM- PLAINTS	TOTAL COM- PLAIN- ANTS-	DAYS	AVERAGE DAYS
1. SETTLEMENTS WITH BENEFITS		1	1	80	80.00
2. SETTLEMENTS WITH NO BENEFITS		0	0	0	0.00
3. NOT RESOLVED		3	3	565	188.33
4. OTHER (Please specify below)		0	0	0	0.00
<b>TOTAL</b>		<b>4</b>	<b>4</b>	<b>645</b>	<b>161.25</b>
<b>BENEFITS</b>					
1. MONETARY RELIEF	3000.00	1	1	80	80.00
A. COMPENSATORY DAMAGES	0.00	0	0		
B. BACKPAY/FRONTPAY	3000.00	1	1		
C. LUMP SUM	0.00	0	0		
D. ATTORNEY'S FEES	0.00	0	0		
E. OTHER (Pls specify below)	0.00	0	0		
2. NON-MONETARY RELIEF		0	0	0	0.00
A. NEW HIRES		0	0		
B. PROMOTIONS		0	0		
C. REINSTATEMENTS		0	0		
D. EXPUNGEMENTS		0	0		
E. TRANSFERS		0	0		
F. REMOVALS RESCINDED AND/OR VOLUNTARY RESIGNATIONS		0	0		
G. REASONABLE ACCOMODATION		0	0		
H. OTHER (Please specify below)		0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

ADR ACTIVITIES

PART III. PRE-COMPLAINT ADR PROGRAM

X BEFORE JAN 1, 2000  
AFTER JAN 1, 2000  
NO PROGRAM

PART IV. POST-COMPLAINT ADR PROGRAM

X BEFORE JAN 1, 2000  
AFTER JAN 1, 2000  
NO PROGRAM

PART V. EMPLOYEE RIGHTS

ARE EMPLOYEES REQUIRED TO WAIVE THEIR RIGHTS UNDER 29 CFR 1614? N Y/N  
IF THE RESPONSE IS YES, PLEASE SPECIFY BELOW THE RIGHTS THAT ARE WAIVED:

PART VI. BASIC ORIENTATION TRAINING

	TOTAL NUMBER	NUMBER TRAINED
1. MANAGERS	1127	24
2. EMPLOYEES	8315	0

PART VII. WORKFORCE

	TOTAL WORKFORCE	NUMBER THAT CAN PARTICIPATE
1. WORKFORCE THAT CAN PARTICIPATE IN ADR PROGRAM	9442	9442

PART VIII. RESOURCES

	NUMBER
1. FULL TIME	4
2. PART TIME	0
3. COLLATERAL DUTY	0